



TERMS OF REFERENCE

TO CONTRIBUTE TO THE DEVELOPMENT OF AKINA MAMA WA AFRIKA'S HERSTORY.

1.0 INTRODUCTION

In the tapestry of time, Akina Mama wa Afrika (AMwA) stands as a testament to resilience and evolution. Established in 1985, AMwA embarked on a remarkable journey that has witnessed her transformation, adaptation, and growth in response to shifting landscapes, emerging challenges, and evolving aspirations. AMwA's story is not a static narrative but a dynamic and continuously unfolding tale of determination, innovation, and unwavering commitment. AMwA's decision to delve into its herstory is an acknowledgement of the remarkable transformations it has undergone over the years. It represents an exploration of her evolution, adaptability, and capacity to remain true to her core values as a feminist organization while embracing change as a catalyst for progress. It is a tribute to preserving and celebrating the organization's legacy, recognizing that her story serves as the foundation for the organization's future. AMwA aspires to create a comprehensive, authentic, and invaluable resource that will enrich her institutional memory and inspire continued growth, transformation, and adaptation in the years to come.

2.0 ABOUT AKINA MAMA wa AFRIKA

Akina Mama wa Afrika (AMwA) is a feminist Pan-African leadership development organization founded in 1985 in the United Kingdom by a group of African women living in the diaspora who remained keenly aware of their African roots and the need to organize autonomously. AMwA later relocated her headquarters to Kampala, Uganda in 1996. AMwA's work is rooted in feminist principles and beliefs guided by the Charter of Feminist Principles for African Feminists, which define our leadership development program and movement-building activities. We envision a dignified and equitable feminist society for African women, girls, and gender-expansive persons. Our mission is to build feminist leadership and collective power to deconstruct intersectional systems of oppression to advance gender and social justice. Our thematic focus areas include Women's Political Leadership, Sexual and Reproductive Health and Rights, and Economic Justice and Climate Action. The organization's work is advanced through feminist and transformational leadership development, feminist research and knowledge building, policy influencing and movement building, and arts and creatives. AMwA provides strategic direction in key Pan-African networks, including NGO CSW Africa, Solidarity for African Women's Rights, and the Gender Is My Agenda Campaign. AMwA also has consultative status with the United Nations Economic and Social Council.

3.0 JUSTIFICATION

Preserving institutional memory transcends mere nostalgia; it constitutes a pivotal strategy for guiding an organization towards a more enlightened and purposeful future. Within the ever-evolving landscape

of civic operations and social justice endeavors, the wisdom of knowing our past is fundamental to charting a course for our future. The historical tapestry of an organization serves as a compass, a fixed point of reference that facilitates decision-making, reinforces culture and identity, and provides crucial context for navigating change and adaptation. As AMwA embarks on a retrospective journey to document and safeguard the chapters of her past, we acknowledge that our "herstory" is far more than a collection of milestones. It is a rich tapestry woven from experiences, decisions, and the contributions of individuals who have played pivotal roles in shaping our present identity. From our humble beginnings to our current strategic direction, our organization has withstood challenges, celebrated triumphs, and ventured into uncharted territories.

We are acutely aware of the profound importance of preserving the collective memory of our organization. By comprehending our organization's past, new and longstanding employees will gain invaluable insights into our current operations, objectives, and challenges. Our organization's "herstory" encompasses not only key decisions, notable events, and influential personnel but also the values, beliefs, and culture that form the bedrock of our identity. This initiative will permeate every facet of our organization, from interactions with stakeholders to leadership practices, facilitating a closer alignment with our ethos as a feminist organisation. We aim to have AMwA's "herstory" as a collection of authentic facts, the foundation upon which we stand. That will motivate us to draw historical parallels, identify recurring patterns, and apply the wisdom of past experiences to confront contemporary challenges with confidence and resolve.

3.0 Overall objective: To develop a comprehensive, inclusive, and authentic historical record of AMwA's Journey.

3.1 Specific Objectives

- To systematically document the significant milestones, events, and decisions that have shaped AMwA's journey. This includes notable achievements, challenges overcome, and turning points that have defined the organisation's path.
- To document the values, beliefs, and cultural elements that underpin AMwA's identity as a feminist organization. This includes narratives and anecdotes that illustrate AMwA's shared ethos, which will help the organisation maintain its distinct culture as it continues to evolve.

4.0 Scope of work and deliverables

Timeframe

The Consultant will support the development of AMwA's herstory. This assignment is scheduled for between May 1st and May 30th, 2024.

5.0 Deliverables

1. A detailed chronological timeline highlighting significant milestones, events, and decisions that have shaped AMwA's journey. This timeline should encompass notable achievements, challenges overcome, and turning points that have defined the organization's trajectory. That will be valuable for internal reflection, external communication, and future strategic planning.

2. Comprehensive documentation of the values, beliefs, and cultural elements that form the foundation of AMwA's identity as a feminist organization. This documentation should include narratives and anecdotes that vividly illustrate AMwA's shared ethos, aiding in preserving and perpetuating its distinct culture as it evolves over time.

6.0 How to apply.

All interested persons are requested to send their applications via email to the Head of Programmes at recruit@akinamamawaafrika.org. The subject line of the email should state: "AMwA Herstory." A Curriculum Vitae with the contacts of three professional referees and two work samples related to this assignment should be submitted by 3rd May 2024.

Young feminist women, non-binary and transgender people, and people with disabilities are encouraged to apply.

Only shortlisted applicants will be contacted.